

ADVERTISEMENT

**Department of Corrections
Out of State
Incarcerated Inmate Housing**

The Vermont Department of Corrections is soliciting proposals to provide for the confinement and supervision for up to **75** High Security Vermont inmates in an out of state facility. These inmates are Minimum, Medium and Close custody offenders under the Vermont Department of Corrections classification system. However they may score at higher custody levels under other states classification systems. Please provide appropriate information regarding your state's classification system as well as laws and requirements for housing inmates from other states. Please provide a quote that includes all of the following:

- A) Cost of housing based on a tiered system determined by the inmate population (1-25 inmates, 26-50 inmates, 51-75 inmates), to include starting per diem rate as well as any inflationary costs during the life of the contract.
- B) Transportation of these inmates from Springfield, Vermont to your site for up to 30 inmates twice per month,
- C) Medical services provided by the vendor will include being responsible for inpatient hospital and surgery charges for the first 72 hours an inmate is confined in a hospital or the first twenty thousand dollars (\$20,000.00) whichever comes first,
- D) Contractor shall provide an annual credit in the amount of Fifty Thousand Dollars (\$50, 000.00) for contract monitoring.
- E) Contractor shall provide the Vermont Contract Monitor office space that has a lock which is not master keyed, a desk, chair, telephone/fax/computer lines (for internet access only). Contractor will not be responsible for fax or non-business related telephone costs.
- F) Contractor shall ensure their facility(s) have video conferencing capabilities in accordance with State of Vermont systems and standards. VTDOC will be invoiced monthly for any and all costs associated with video conferencing use by the VTDOC.
- G) Contactor agrees to use the Vermont Department of Corrections Disciplinary, Administrative Segregation, Protective Custody, Disciplinary Segregation, and Grievance directives and procedures. VTDOC will provide training in these areas.
- H) Please include any pertinent information should your company build in the Northeast. Include time frame and per diem cost.
- I) Contractor will comply with the Prison Rape Elimination Act of 2003 (28 C.F.R. Part 115, Docket No. OAG-131. R1N 1005-Date May 17, 2012),(PREA) and will adopt all applicable PREA Standards for preventing, detecting, monitoring, investigating, and eradicating any form of sexual abuse within the Contractor's facilities that house Vermont inmates. The Contractor acknowledges that, in addition to "self-monitoring requirements", State of Vermont Staff will conduct announced and/or unannounced, compliance monitoring to include "on-site" monitoring to ensure that Contractor is complying with PREA standards.
- J) Contractor will work with the State of Vermont Department of Corrections Health Services Director to adopt the use of Vermont Medicaid for inmates who are admitted to the Contractors area hospital(s).
- k) Contractor will work with the State of Vermont Department of Corrections IT Manager to provide a data interface with the Vermont Department of Corrections Offender Management System (OMS) and Electronic Health Record (EHR) according to State of Vermont Policies. A list of the Agency of Human Service security policies can be found at <http://humanservices.vermont.gov/policy-legislation/policies/05-information-technology-and-electronic-communications-policies/> and a list of State of Vermont security policies can be found at http://dii.vermont.gov/Policy_Central.

The contractor shall provide necessary care and treatment, to include food, clothing, appropriate housing, education, training, work programs, and all routine medical, mental health and dental care. The contractor shall provide safe, supervised confinement and maintain proper discipline and control. The contractor shall faithfully execute the sentences and orders of the committing courts. The contractor shall ensure the State of Vermont is notified immediately of any Vermont inmate under their care with the following medical and/or mental health conditions: Inmate Death, New acute medical conditions, new acute mental health condition, worsening chronic medical condition, and worsening chronic mental health condition.

For submission format and guidelines contact Richard J. Byrne, Supplemental Housing Supervisor, and Vermont Department of Corrections 426 Industrial Avenue Suite 120 Williston, Vermont 05495

STATE OF VERMONT
AGENCY OF HUMAN SERVICES
DEPARTMENT OF CORRECTIONS

OUT OF STATE INCARCERATED INMATE HOUSING Request for Proposal

August 28th, 2014

Table of Contents

1.	Overview (pg 3)
2.	Procurement Overview
2.1	General Information (pg 3)
2.2	Point of Contact (pg 3)
2.3	Bidder's Conference (pg 3-4)
2.4	Submission Deadline and Address (pg 4)
2.5	Letters of Intent (pg 4)
2.6	Request for Proposal Amendments (pg 4)
3.	Proposal Submission Requirements
3.1	General Information (pg 4)
3.2	Proposal Format (pg 4-5)
3.3	Proposal Contents (pg 5-6)
4.	Proposal Evaluation Criteria (pg 6)
5.	Proposal Process
5.1	Acceptance of Proposals (pg 6-7)
5.2	Proposal Amendments and Rules for Withdrawal (pg 7)
5.3	Cost of Preparing Proposals (pg 7)
5.4	Disposition of Proposals (pg 7)
5.5	Freedom of Information and Privacy Act (pg 7-8)
5.6	Vermont Tax ID Number (pg 8)
5.7	Use of Subcontractors (pg 8)
5.8	Bid and Performance Bond Requirements (pg 8)
Appendix 1	Description of Health Services (pg 9-14)
Appendix 2	Attachment C - Customary State Contract Provisions (pg 15-19)
Appendix 3	Attachment E - Business Associate Agreement (pg 20-27)
Appendix 4	Attachment F – Agency of Human Services' Customary Contract Provisions (pg 28-33)
Appendix 5	Event Deadline Table (pg 34)

1. Introduction

The Vermont Department of Corrections is seeking proposals to provide for the confinement and supervision up to **75** High Security Vermont inmates in an out of state facility. These inmates are Minimum, Medium and Close custody offenders under the Vermont Department of Corrections classification system. However they may score at higher custody levels under other state's classification systems. Please provide appropriate information regarding your state's classification system as well as laws and requirements for housing inmates from other states. Please include information concerning the transportation of these inmates from Springfield, Vermont to your site. Please provide the following quotes A) Cost of housing based on tiers, B) Cost of transportation, and C) Inclusive cost for housing and transportation. The care provided by the contractor shall include providing necessary food, clothing, appropriate housing, and all necessary routine medical, mental health and dental care (consistent with Appendix 1 – Description of Health Services). The contractor shall provide facility/facilities adequate to meet the physical needs of Vermont inmates, and provide programs of education, training, and treatment. The contractor shall provide safe, supervised confinement and maintain proper discipline and control of the environment. The contractor shall faithfully execute the sentences and orders of the committing courts. This contract may have duration of up to two (2) years with the possibility of up to two (2) years of extensions, depending on available funding and at the discretion of the State of Vermont. In the event the State of Vermont, its agents and/or employees are subject to complaint and/or suit in connection with the services provided and/or fail to provide pursuant to the contract, the contractor will be responsible for the defense and indemnification. See Appendix 2, Attachment C, paragraph 5.

2. Procurement Overview

The Vermont Department of Corrections (DOC) is issuing this Request for Proposals ("RFP") to execute a contract up to **75** High Security incarcerated beds in an out of state facility.

2.1 Contract Term

The Department intends to award this contract for a period of two (2) year period beginning **7/1/2015** and ending **6/30/2017**, with the right to extend the contract for one (1) additional two (2) year term, depending on available funding and at the discretion of the State. Standard conditions by which the contract will be governed are detailed in Appendices 2, 3 and 4.

2.2 Point of Contact

Questions concerning this Request for Proposals must be directed in writing by mail, e-mail or fax to:

Richard J. Byrne, Supplemental Housing Supervisor
richard.byrne@state.vt.us
Vermont Department of Corrections
426 Industrial Avenue Suite 120
Williston, Vermont 05495
Phone: 802-951-5065
Fax #: 802-951-5086

2.3 Bidder's Conference

Prospective proposers will have an opportunity to ask questions regarding this procurement at a bidder's conference scheduled for **Thursday September 18th, 2014 from 12:00 PM to 3:00 PM EST** The conference will be held at the following location:

Vermont Department of Corrections
426 Industrial Avenue Suite 120
Williston, Vermont 05495
Phone: 802-951-5000

Attendance at the bidder's conference is not mandatory but is strongly recommended. The conference is intended to be an interactive exchange of information, with appropriate State of Vermont staff available to provide clarification and/or answers to questions.

Proposers must submit written questions and discussion points in advance of the bidder's conference. Written copies of the submitted questions will be distributed to attendees of the bidder's conference. The State may choose to respond verbally at the conference but the written answers to questions posed from the bidders will be considered the official answer(s) those questions.

2.4 Submission Deadline and Address

to be considered a valid proposal, **1** original, **7** duplicates, as well as compact disk (s) version must be received at the following address no later than **12:00 noon PM ET Thursday October 23rd, 2014**. **Faxes and late responses will not be accepted.**

Richard J. Byrne, Supplemental Housing Supervisor
Vermont Department of Corrections
426 Industrial Avenue Suite 120
Williston, Vermont 05495

Bid opening, the State of Vermont reserves the right to not disclose items which will compromise contract negotiations.

The Department reserves the right to reject, in whole or in part, any and all proposals received by reason of this Request for Proposals. The Department will not pay for any information herein requested nor will the Department be responsible for any costs incurred by the proposer. All proposals shall become the property of the Department upon submission. The Department reserves the right to negotiate final price and terms during the contract negotiation phase. Any proprietary information offered by proposer should be clearly indicated and the basis, upon which such proprietary interest is asserted.

2.5 Letters of Intent

Proposers are required to submit a letter of intent by **Thursday September 4th, 2014 4:30 PM ET** and sent to the point of contact identified in section 2.2 of this RFP. The letter of intent will not be considered binding. The letters shall result in the inclusion of the interested party on the distribution list for future correspondence relative to this offer.

2.6 Requests for Proposal Amendments

The State reserves the right to amend the RFP at any time prior to the proposal due date by issuing written addenda. All written addenda to the RFP will become part of the contract.

3. Proposal Submission Requirements

3.1 General

The proposer and any subcontractors must furnish evidence of experience in providing these services for public entities. Preference will be given to proposers with relevant experience.

3.2 Proposal Format

3.2.1 These instructions, formats and approaches for the development and presentation of proposal information are designed to ensure the submission of data essential to the understanding and comprehensive evaluation of the vendor's proposal. There is no intent to limit the content of the proposals or in any way inhibit a presentation in other than the vendor's favor. The vendor may include such additional information or data as may be appropriate, but may not exclude any portion requested in this document.

3.2.2 Proposals should be submitted on double-sided (8 1/2" x 11") paper without permanent binding; loose-leaf binding is permissible. Any attachments or exhibits must be reduced to letter size. Ink and paper colors must not prevent entire proposal from being photocopied. The use of divider tabs is required.

- 3.2.3** Proposers must submit original and 7 copies of the proposal as well as compact disk (s) version. The original should be clearly marked on the outside cover as such. All signatures in the original proposal must be in blue ink.

3.3 Proposal Contents

Each of the major sections identified below should be separately tabbed, for easy identification. Every page of the proposal must be numbered sequentially, including attachments and appendices.

3.3.1 Transmittal Letter

A transmittal letter must accompany the proposal. The letter must be in the form of a standard, business letter signed in blue ink by an individual authorized to legally enter into a contract on behalf of the proposer. The transmittal letter must include a statement indicating that the vendor is a corporation or legal entity. The transmittal letter must identify individuals involved in the preparation of the proposal. The transmittal letter must contain a statement identifying any subcontractor that will be used in their project. If a subcontractor is used, a transmittal letter must be signed by them indicating the scope of their work to be performed and their qualification. The transmittal letter must contain a statement acknowledging the Customary State Contract provisions described in Item #6. The transmittal letter must state the proposer has read, understands and is able to comply with all standards and participation requirements described in the RFP. It must include a statement of acceptance, without qualification, of all terms and conditions outlined in this RFP. Any suggestions for alternate language, which the Department is under no obligation to accept, must be clearly stated.

The transmittal letter must state the proposer will accept sole and complete responsibility for the completion of all services provided under the contract, including any and all subcontractors, except for those items specifically defined as Department responsibilities. The transmittal letter must contain a statement in which the proposer certifies that, in connection with this contract, the proposal was developed independently, without collusion, conflict of interest, consultation, communications or agreement for the purpose of restricting competition, as to any matter relating to the proposal of any other proposer or competitor. In addition, the proposer must state the prices quoted have not been knowingly disclosed by the proposer prior to award, either directly or indirectly, to any other proposer or competitor.

The transmittal letter must contain a statement attesting to the accuracy and truthfulness of all information contained in the proposal. The transmittal letter must also contain information regarding any state statutes or other applicable provision of law that may at any level impact the requirements of services to be performed pursuant to this agreement.

The transmittal letter must contain a statement of Affirmative Action that the proposer does not discriminate in its employment practices with regard to race, color, religion, age (except as provided by law), sex, sexual orientation, marital status, political affiliation, national origin or handicap and complies with all applicable provisions of Public Law 101-336, American Disabilities Act.

3.3.2 Executive Summary

The Executive Summary should provide an overview of the proposing organization and a general description of the approach to meet the requirements of the RFP. It should also identify the proposer's primary contact, their address, telephone number and fax number. (The Executive Summary is generally no longer than two single-spaced pages.) It must briefly state the proposer understands of the project objective, and the role and responsibility of the vendor in meeting the objectives. Subcontractors must provide an Executive Summary as well.

3.3.3 Corporate Background and Experience

Provide a synopsis of the company, years in business, experience with the service proposed, special areas of expertise, etc. Subcontractors must provide the same information.

3.3.4 Financial Stability

In addition to the bonding and insurance requirements that will be required of successful candidates, the proposal must demonstrate that the proposer is currently financially stable and the future financial conditions are not likely to jeopardize the proposer's ability to provide service to the Department. This should be in the form of Audited Annual Financial Statements. Subcontractors must also provide evidence of financial stability.

3.3.5 References

The proposal must identify at least ten (10) awarded contracts/bids who can be contacted regarding their

recent experiences with the proposer. The references must be specific as to the nature of the experience with the proposer and include contact person's name, business address and phone number.

3.3.6 Key Personnel

The proposer must identify key personnel, their position and job description as well as a current resume for all key personnel. In addition, this section should clearly delineate how their responsibility and authority are divided.

4. Evaluation Criteria

A contract award will be made to the proposer whose proposal is determined to be the most advantageous to the State, taking into account price and other evaluation criteria as set forth in this RFP. Staff of other agencies and consultants may be involved in the evaluation of the proposals. The DOC reserves the right to reject any and all proposals submitted in response to this RFP.

During the evaluation process, proposers may be contacted for the purpose of obtaining clarification of their response. However, no clarification will be sought if a proposer completely fails to address a feature contained in the RFP document. If the failure was in response to a mandatory feature, the proposer may be disqualified.

Proposals will then be evaluated and weighted using the following distribution between experience, technical and price:

Experience (including references)	30%
Technical	40%
Price	30%

The six criteria below are listed in no particular order and will be given significant consideration. Although the criteria below are material factors, they are not the sole or necessarily the determining factors in proposal evaluation. The entire proposal package will be examined and the proposal satisfying most of the Department's needs will be awarded the contract.

- 4.1** Experience in providing the services required under this contract.
- 4.2** The quality of the incarcerated environment, including, but not limited to, access to treatment services, medical services, programs, etc.
- 4.3** The distance from the facility to the State of Vermont.
- 4.4** Facility (ies) is accredited by the American Correctional Association. If not accredited, can demonstrate standards compliance.
- 4.5** Facility (ies) is accredited for medical and mental health care by the National Commission on Correctional Healthcare and consistent with Appendix 1, Health Services.
- 4.6** The per diem rate of incarcerated beds, including transportation to and from a facility in the State of Vermont.

As part of its evaluation, the State may conduct interviews with one or more proposers. In such an event, proposers may be required to travel to Vermont, at their own expense, to participate in an on-site interview. Conversely, the State may elect to travel to the offeror's headquarters to conduct the interview, as well as tour its facilities.

Upon completion of the evaluation process, the Commissioner of the Department of Corrections may select a proposer with which to negotiate a contract, based on the evaluation findings and other such criteria as deemed relevant for ensuring that the decision is made in the best interest of the State. In the event the State is successful in negotiating with the proposer, the State will issue a notice of award. In the event the State is not successful in negotiating a contract with this proposer, the State reserves the option of negotiating with another proposer. The State may cancel the procurement and make no award, if that is determined to be in the State's best interest.

5. Proposal Process

5.1 Acceptance of Proposals

- 5.1.1** Each proposer may submit one (1) proposal. Alternate proposals will not be allowed and will cause the rejections of the alternate proposal and any other proposal submitted by the proposer.

- 5.1.2** The State will accept all proposals properly submitted. After receipt of proposals, the State reserves the right to sign a contract, without negotiation, based on terms, conditions and premises of the RFP and the proposal of the selected proposer. Proposals must be responsive to all requirements in the RFP in order to be considered for contract award.
- 5.1.3** The proposal and its conditions must remain valid for twelve (12) months from the date of proposal submission.
- 5.1.4** The State reserves the right to waive minor irregularities in proposals, providing such action is in the best interest of the State. Where the State may waive minor irregularities, such waiver shall in no way modify the RFP requirements or excuse the proposer from full compliance with RFP and other contract requirements if the proposer is awarded the contract.
- 5.1.5** The State also reserves the right to request proposal clarification or correction, reject any or all proposals received, or cancel the procurement, according to the best interest of the State.
- 5.1.6** In accordance with current State of Vermont policy and procedures, the contract may include performance based measures as well as other specific measures to be determined during the contract negotiation process. These measures may include both the possibility of bonuses for superior performance and penalties for inferior performance.

5.2 Proposal Amendments and Rules for Withdrawal

- 5.2.1** Prior to the proposal due date a submitted proposal may be withdrawn by submitting a written request to the point of contact identified in section 2.2 of this RFP. Withdrawal notice must be signed by the proposer's authorized agent.
- 5.2.2** Proposers are allowed to make amendments to their proposals if the change is submitted by the proposal due date subject to the conditions outlined in Subsection 4.1.1. The submission should be clearly labeled as Amendment to Proposal. Unless requested by Vermont Department of Corrections, the State will not accept any amendments, revisions or alterations to proposals after the proposal due date.

5.3 Cost of Preparing Proposals

All costs incurred by the proposers during the preparation of their proposals and for other procurement related activities will be the sole responsibility of the proposers. The State will not reimburse the proposers for any such costs.

5.4 Disposition of Proposals

- 5.4.1** The successful proposal will be incorporated by reference into the resulting contract and will be a matter of public record. If the proposal includes material that is considered by the proposer proprietary and confidential under Vermont law, the proposer shall clearly designate the material as such, explaining why such material should be considered confidential.
- 5.4.2** The proposer must identify each page or section of the proposal that they believe is proprietary and confidential, with sufficient grounds to justify each exemption from release, including the prospective harm to the competitive position of the proposer if the identified material were to be released. A general statement that an entire proposal is proprietary is not acceptable.
- 5.4.3** All material submitted by proposers becomes the property of the State of Vermont, which is under no obligation to return any material submitted by a proposer in response to this RFP. The State shall have the right to use all systems concepts, or adaptations of those ideas, contained in any proposal, and this right will not be affected by selection or rejection of the proposal.

5.5 Freedom of Information and Privacy Act

Proposers should be aware that all materials associated with the procurement are subject to the terms of the Freedom of Information Act, the Privacy Act and all rules, regulations and interpretations of these Acts. By

submission of a proposal, the proposer agrees that the Privacy Act of 1974, Public Law 93-579, and the Regulations and General Instructions issued pursuant thereto, are applicable to this contract, and all subcontractors hereunder.

5.6 Vermont Tax ID Number

A Vermont business account tax number is required if the contractor is a corporation or if the Contractor, under whatever form of business, has employees who are subject to Federal Income tax withholding and who perform their services within the State of Vermont. Contracts cannot be executed without a Vermont Tax ID.

5.7 Use of Subcontractors

The prime contractor will be responsible for all the work to be performed under this contract. Proposers must identify proposed subcontractors in their proposals, in the manner described within the proposal submission instructions. NOTE: In the event that a contract is procured, the contractor shall not assign or subcontract the performance of this agreement or any portion thereof to any other contractor without the written approval of the State of Vermont. See Appendix 2, Attachment C, paragraph 13.

5.8 Bid and Performance Bond Requirements

The selected Contractor may be required to provide a performance bond before the effective date of the contract. The performance bond may be in the form of a surety bond from a company qualified to do business in the State of Vermont. More information regarding bond requirements will be provided during contract negotiations.

APPENDIX 1 – DESCRIPTION OF HEALTH SERVICES

It is the intent of the State that inmates receive care comparable to that available to inmates in Vermont. The Contractor's written policies and procedures will describe health services, mental health service, and dental services to be provided. At a minimum, these must meet ACA standards, federal, state and local laws and regulations, and the following State policies and procedures.

A. Reception Screening

Contractor shall conduct a receiving screening on all newly admitted State inmates within twenty-four (24) hours of the inmate's arrival at the Contractor's facility. This screening shall be conducted by a qualified medical professional who is licensed in the state where the Vermont inmates are housed and shall include review of State medical information and the following:

1. inquiry into current and past illnesses, health problems and conditions;
2. any past history of serious infectious or communicable illness, and any treatment or symptoms (e.g., chronic cough, lethargy, weakness, weight loss, loss of appetite, fever, night sweats) suggestive of such illness;
3. mental illness, including history of suicidal ideation
4. dental problems;
5. allergies;
6. medications taken and special health (including dietary) requirements;
7. use of alcohol and other drugs, and any history of associated withdrawal symptoms;
8. other health problems designated by the responsible physician or medical professional performing the screening.
9. provide education, access, and obtain applicable advance directive forms which are germane to the specific inmate (s) as well as the state/jurisdiction in which the inmate is housed under the supplemental housing contract VT.
10. observation of the following:
 - behavior, which includes state of consciousness, mental status (including suicidal ideation), appearance, conduct, tremors and sweating;
 - body deformities and ease of movement;
 - persistent cough or lethargy; and
 - condition of skin, including trauma markings, bruises, lesions, jaundice, rashes, infestations and needle marks or other indications of drug abuse. This should also include a Methicillin Resistant Staphylococcus Aurous (MRSA) check.

B. Access to Services

At the time of initial intake, each inmate will be provided with a health care services orientation and information on how to access health care services while in the facility. The orientation will include:

- 1) purpose of intake history and physical evaluation, provision of emergency services, pharmaceutical services and policies, and infirmary and in-patient services;
- 2) specific sick call times and procedures;
- 3) procedures for obtaining physical and mental health care services.
- 4) health care services staffing, and the behavior expected of inmates while in the health care services area;
- 5) grievance procedures;
- 6) procedure for obtaining copies of their medical and mental health records;
- 7) orientation to the Prison Rape Elimination Act (PREA) to include the Contractor(s) local procedures on how to report sexual abuse or harassment;

C. Physical Examinations

Physical examinations shall be conducted annually or as clinically indicated based on the U.S. Preventative Services Task Force (USPSTF) as it pertains to the age of the inmate. The Contractor shall conduct physical examinations in

accordance with requirements of the National Commission on Correctional Health Care standards, including gathering of lab data.

D. Sick Call

Contractor will provide a sick call system which provides inmates with unimpeded access to health care services. Health care staff will collect, triage and respond to all inmate requests daily. The frequency of sick call will be consistent with NCCHC standards. If the inmate's custody status precludes attendance at sick call, appropriate measures will be taken to provide access to health care services.

E. Emergency Services

Contractor is required to provide an immediate response to inmates with emergency health care needs. Contractor will have twenty-four (24) hour physician coverage or telephone on-call coverage and specific written policies and procedures to address emergency response and the emergency transfer of inmates. Contractor shall ensure that an inmate's medical chart accurately and completely documents all services provided by Contractor and community health care providers in response to emergency situations.

F. Inpatient Services

Contractor shall staff and utilize infirmary beds available at Contractor's facilities for admissions which do not require hospitalization. Inmates requiring respiratory isolation will be housed in a designated negative air pressure room. The Contractor shall comply with state and federal laws and NCCHC standards with respect to the management and operation of infirmary facilities.

G. Hospitalization

Contractor shall identify the need, schedule, coordinate and pay for any inpatient hospitalization and related services for any inmate of the State of Vermont up to the first twenty thousand dollars (\$20,000.00) or (72) hours, or until the inmate is eligible for Vermont Medicaid coverage. Contractor shall ensure that an inmate's medical chart accurately and completely documents services provided by community health care providers.

Under no circumstances shall Contractor limit or delay access to inpatient hospitalization for inmates identified as needing this level of care. If the State believes that the Contractor is not transporting inmates needing inpatient hospitalization in timely fashion, the State shall audit the case. Failure to reach satisfactory resolution of such a case may be grounds for termination of the contract by the State.

H. Specialty Outpatient Services

Contractor shall arrange for qualified medical specialists to visit the facilities so inmates may be maintained within the security of the Contractor facility. If necessary, an outside referral will be made for services that cannot be provided at the facility. To the degree possible, diagnostic testing will be performed on-site. A referral process will be initiated to provide specialists with all pertinent information needed to facilitate timely diagnosis and treatment. The medical specialist will receive diagnostic testing results, substantive patient history and clinical findings in the form of a written referral.

Contractor shall be responsible for scheduling, authorizing and coordinating all specialty services. All inmates returning from outside hospital stays or clinic visits will be seen immediately upon return by a medical professional, and a progress note regarding the review will be documented in the inmate's health care record. Contractor shall ensure that an inmate's medical chart accurately and completely documents services provided by the community health care provider.

Under no circumstances shall Contractor limit or delay access to specialty services for inmates identified as needing this care. If the State believes that the Contractor is not providing specialty services in a timely fashion, the State shall audit the case. Failure to reach satisfactory resolution of such a case may be grounds for termination of the contract by the State.

I. Laboratory Services

Contractor shall provide lab diagnostic testing. Laboratory testing will include routine, special chemistry and toxicology analysis. The laboratory will meet all applicable state and federal requirements for specimen handling, testing and reporting. All services provided shall meet standards set forth by the American College of Pathology. The Contractor will also review any test and or lab results with the inmate in a timely manner based on the acute or non-acute nature of the testing performed.

J. Radiology Services

A radiology technician will be available to provide radiology services. Inmates will be referred off-site for procedures beyond the scope of services provided on-site. A Board-Certified radiologist will read the studies in a timely manner. The radiology report will be documented and maintained in the inmate's health care record. The Contractor's Medical Director will review, initial and date all radiology reports. A verbal notification of all positive findings will be furnished to the Medical Director or his/her designee within three (3) working days; this verbal notification is to be followed up by a written notice of findings within ten (10) working days.

K. Diet Therapy

Special diets will be available to inmates when medically indicated and ordered. Contractor will document the need and dietary services required. The inmate's orientation to the therapeutic diet will be documented in the health care record. In accordance with NCCHC standards, Contractor shall coordinate reviews of all diets at least every six (6) months with a registered dietitian. Therapeutic

L. EKG Services

Contractor shall provide EKG services and necessary EKG equipment. The EKG contract will provide for immediate reading and reporting of results of EKG. Nursing staff will receive in-service training related to EKG services.

M. Medical Prosthetics

Contractor shall provide prosthetic devices to inmates as medically indicated. Prosthetics will be selected according to community standards, but also must conform to security requirements of the State. The costs associated with providing prosthetics shall be borne by the State. In such cases, prior approval by the contract manager is required.

N. Optical Services

Contractor shall identify the need, schedule, coordinate and pay for the dispensing, evaluation, and fitting services of an optometrist. Inmates requesting health care services for visual problems will be evaluated using the Snellen eye chart by nursing staff. If a visual deficiency beyond 20/40 is identified, the inmate will be referred to Contractor's optical service provider.

- Contractor shall provide one (1) set of eyeglasses to inmates if prescribed and deemed necessary by the optometrist. Inmates requiring treatment and services beyond the scope of services offered on-site will be transported to specialists in the community. Inmates shall be eligible to receive follow-up eye exams every two (2) years. Ensure that **all monocular** inmates are offered referral to the optometrist for discussion of vision preservation without regard for visual acuity by Snellen testing.

O. Pharmaceuticals

Contractor shall provide a total pharmaceutical system, including medications prescribed by mental health care providers, which is sufficient to meet the needs of the State inmates. Contractor shall be responsible for the costs of drugs administered under the contract, consistent with the limitations described in Attachment B. Policies, procedures and practices addressing pharmaceuticals will be in compliance with all applicable state and federal regulations.

The pharmaceutical system will have the following components:

- 1) Medication ordered by a qualified provider (physician, psychiatrist, nurse-practitioner, dentist) will be appropriately documented in the MAR and health record.
- 2) A pharmaceutical inventory will be established to facilitate the initiation of pharmaceutical therapy upon the physician's order. An inventory control system will be implemented to ensure the availability of necessary and

commonly prescribed medications, and to protect against the loss of pharmaceuticals. All pharmaceuticals will be prepared, maintained and stored under secure conditions.

- 3) An adequate and proper supply of antidotes and emergency medications will be available.
- 4) Contractor will maintain a formulary listing the available medications, and this formulary shall be available to the State.
- 5) While it is recognized that formulary prescribing is the norm, cases may arise in which non-formulary medications are determined to be the most effective treatment. When this occurs, the non-formulary medication will be made available to the inmate. Consultation with the State on specific cases requiring non-formulary medications should be initiated by the Contractor as necessary.

P. Medication Administration

- The Contractor shall maintain a medication administration system which meets the needs of State inmates. Medication will be administered to inmates by nurses or other authorized personnel three (3) times daily or as ordered. The administration of each medication will be documented on a medication administration record. Documentation on the medication administration record will clearly indicate those instances when an inmate refuses a medication or is not available to receive a medication. Medication administration times will be adjusted to meet the needs of inmates who participate in work details or classes.
- For inmates who continue to be non-adherent, make a referral to a medical or mental health provider for counseling prior to discontinuation of the medication. Psychiatric medications should not be discontinued until the inmate has met with mental health staff to discuss the reason for which medications were originally prescribed, and the risks of discontinuation, or until such time as the inmate has refused to participate in such a discussion.

Q. Dental Services

Contractor shall provide on-site dental services which include preventive and restorative care. The initial dental appraisal and instruction in oral hygiene will be conducted at the time of the initial health appraisal by trained registered nurses and within fourteen (14) days of admission. The Contractor's provision of a dental screening for all referred inmates shall be conducted by a licensed dentist. Nurses who provide oral hygiene instruction will receive in-service training.

Inmates may request dental services in accordance with the Contractor's protocols and procedures. Inmates will be seen as soon as practicable, based on acuity of need. Inmates who require treatment beyond the capabilities of the Contractor's licensed dentist will be referred to a dental specialist. Dental prostheses will be provided as determined by a licensed dentist.

R. Hepatitis Treatment

It is recognized by the Parties that the prevalence of hepatitis in prison populations is higher than the general public. The Contractor will provide appropriate treatment, consistent with NCCHC and/or CDC guidelines, according to protocols developed by the Contractor. The Contractor will be required to obtain prior authorization for hepatitis treatment from the Vermont Health Services Director of any Vermont inmate housed in the Contractors facility.

S. Mental Health Services

The Contractor shall provide all services related to the mental health needs of State inmates, including assessment, diagnosis, treatment, pharmacology and psychopharmacology. Inmates being transferred to the Contractor will be screened by the State for mental health needs, restrictions and necessary accommodations prior to transfer. Information pertaining to mental health treatment will be conveyed in written form and, if necessary, verbal communication to insure continuity of care. The Contractor will provide written documentation of mental health treatment activities, including refusal of care.

T. Suicide Prevention and Crisis Intervention

- The Contractor shall provide routine screening and evaluation of inmates to assess suicidal ideation or behavior. When an inmate is suspected of being at risk of harm to him, the Contractor shall take all necessary measures and interventions to insure the inmate's safety. Compliance with standards of professional practice shall be followed.

When an inmate experiences psychiatric emergencies or crisis, the Contractor will take all necessary measures to respond to the inmates needs and assure safety of the inmate and staff.

Contractor shall document all relevant information and interactions with suicidal inmates and include relevant information in the inmate's medical chart. Communication with the State shall be initiated if an inmate engages in serious suicidal conduct or shows symptoms of serious psychological deterioration.

U. Health Care Records

The Contractor shall maintain a problem-oriented health care record, and will include medical, dental, chemical dependency, mental health care information, and advance directives. Contractor will provide full and unrestricted access to and copies of the appropriate health care record to the State within the scope of legal and regulatory requirements and in accordance with the State's policies, procedures and directives.

The standardized health care record shall contain the following information:

- Problem list;
- ADA accommodations and forms
- Completed intake screening form;
- Health appraisal form;
- Clinical (SOAP) notes;
- Physician orders;
- Inmate requests for health care services, including illnesses and injuries;
- All diagnostic findings, treatments and dispositions;
- Prescribed medications and their administration;
- Laboratory, radiology and other diagnostic studies;
- Consent and refusal forms;
- Release of information forms;
- Place, date and time of health care encounters;
- The health care provider's name and title;
- Hospital reports and discharge summaries;
- Intra-system and inter-system transfer summaries;
- Specialized treatment plans;
- Consultation forms;
- Health Care Services reports;
- Inmate medical grievance forms;
- Electronic format cd/both
- Documentation of all medical, dental and mental health care services provided, whether from inside or outside the facility.

A health care record will be initiated during the inmate's first health care encounter and shall contain complete and accurate records of health care services provided during the individual's incarceration at Contractor's facilities. The State will provide health information at the time of transfer, and the Contractor shall provide relevant records to the State upon an inmate's return to the State's custody. The health care provider's signature and title will be recorded for each encounter. All outside health care services, such as laboratory results, or physician consultation reports, will be filed as part of the permanent health care record. Health care records shall be maintained securely and in a confidential manner at all times.

The Parties agree to work collaboratively and cooperatively with respect to resolving any issues pertaining to HIPAA regulations. This may include memoranda of understanding clarifying the Parties respective roles and obligations under the ACT. It is understood that clear and open lines of communication, including sharing of health information, is necessary for the smooth and efficient execution of this contract.

V. Quality Assurance and Improvement Program

The Contractor shall implement a Quality Improvement Program ("QIP"), as set forth by NCCHC standards. The program will be designed to assure that quality is provided in the most appropriate and cost-efficient manner for the DOC. The program shall allow development of site-specific plans reflective of the facility's health care services systems.

The program shall consist of the following elements:

- Risk Management - Contractor shall establish a logical and thorough system of policies and procedures to minimize exposure to liability. Risk management activities focus on the identification of clinical events which have, or may have, the potential of placing the inmate, health care provider, or the facility at risk. Identified risk areas are investigated and analyzed to develop policies and procedures that reduce risk and maintain a safe clinical setting. The QIP shall include a safety component to provide a safe environment for inmates, employees and visitors.
- Infection Control - Contractor's infection control policies and procedures shall focus on the prevention, identification and control of diseases acquired in the facility setting or brought in from the outside community. The infection control program will address hand washing, housekeeping, decontamination, disinfection and sterilization of equipment and supplies, medical isolation, infectious agents, blood borne pathogens, infectious waste, pest control and parasite infected environments.
- Utilization of Services – Contractor shall collect and monitor statistical data to detect potential problems. Volume data reporting forms will be used to report data and to track the utilization of health care services on a year-to-date basis. All deviations will be reviewed for problem identification. Contractor will monitor the utilization of all health care services provided off-site, as compared to national data on incarcerated populations, and will be readily available for telephone consultations. Contractor shall provide the State with a monthly report identifying those inmates transferred off-site to the hospital emergency department, and a status report on all inmates in local hospitals and infirmaries. Contractor's volume data reporting forms will also be used to prepare a narrative report on the types and numbers of services provided.
- Inmate Grievances - Grievances are reviewed to identify potential areas of concern and to determine if problematic patterns exist. Inmate grievances will be documented in a log to assist in monitoring compliance with policy and procedure related to inmate grievances and to summarize those areas which are frequently the topic of inmate dissatisfaction. All inmate grievances will be responded to within ten (14) days of receipt and included in monthly reporting.

The State and Contractor shall identify personnel who will communicate about the QI program. The Contractor shall provide monthly reports to the State detailing levels of service provided and systems issues encountered. The content and form of these reports shall be determined by the Parties.

W. NCCHC Accreditation

The Contractor shall work in good faith to pursue NCCHC accreditation and shall receive accreditation for these sites, or any other sites where State inmates are housed, within twelve (12) months of the commencement date of the contract. If the accreditation criteria are not met, the State will impose a 30 day warning and grace period. If the accreditation plan criteria are not met after the 30-day warning period, the State reserves the right to impose a \$500.00 penalty per day until the criteria are met.

X. Inmate Death

Written policies and procedures shall provide for the prompt notification of the State in case of serious illness, surgery, death or injury. Any death of an inmate assigned to the facility shall be reported immediately to the proper officials. A post-mortem/autopsy examination shall be conducted on all residents who die while in the custody of the Facility unless the State in where the inmate is incarcerated has laws or regulations that supersedes post mortem examination.

The Parties shall communicate with each other to determine the most appropriate way to convey notice of an inmate's death to his next-of-kin.

ATTACHMENT C

CUSTOMARY PROVISIONS FOR CONTRACTS AND GRANTS

1. **Entire Agreement.** This Agreement, whether in the form of a Contract, State Funded Grant, or Federally Funded Grant, represents the entire agreement between the parties on the subject matter. All prior agreements, representations, statements, negotiations, and understandings shall have no effect.
2. **Applicable Law.** This Agreement will be governed by the laws of the State of Vermont.
3. **Definitions:** For purposes of this Attachment, "Party" shall mean the Contractor, Grantee or Subrecipient, with whom the State of Vermont is executing this Agreement and consistent with the form of the Agreement.
4. **Appropriations:** If appropriations are insufficient to support this Agreement, the State may cancel on a date agreed to by the parties or upon the expiration or reduction of existing appropriation authority. In the case that this Agreement is funded in whole or in part by federal or other non-State funds, and in the event those funds become unavailable or reduced, the State may suspend or cancel this Agreement immediately, and the State shall have no obligation to fund this Agreement from State revenues.
5. **No Employee Benefits For Party:** The Party understands that the State will not provide any individual retirement benefits, group life insurance, group health and dental insurance, vacation or sick leave, workers compensation or other benefits or services available to State employees, nor will the state withhold any state or federal taxes except as required under applicable tax laws, which shall be determined in advance of execution of the Agreement. The Party understands that all tax returns required by the Internal Revenue Code and the State of Vermont, including but not limited to income, withholding, sales and use, and rooms and meals, must be filed by the Party, and information as to Agreement income will be provided by the State of Vermont to the Internal Revenue Service and the Vermont Department of Taxes.
6. **Independence, Liability:** The Party will act in an independent capacity and not as officers or employees of the State.

The Party shall defend the State and its officers and employees against all claims or suits arising in whole or in part from any act or omission of the Party or of any agent of the Party. The State shall notify the Party in the event of any such claim or suit, and the Party shall immediately retain counsel and otherwise provide a complete defense against the entire claim or suit. The Party shall notify its insurance company and the State within 10 days of receiving any claim for damages, notice of claims, pre-claims, or service of judgments or claims, for any act or omissions in the performance of this Agreement.

After a final judgment or settlement the Party may request recoupment of specific defense costs and may file suit in Washington Superior Court requesting recoupment. The Party shall be entitled to recoup costs only upon a showing that such costs were entirely unrelated to the defense of any claim arising from an act or omission of the Party.

The Party shall indemnify the State and its officers and employees in the event that the State, its officers or employees become legally obligated to pay any damages or losses arising from any act or omission of the Party.

7. **Insurance:** Before commencing work on this Agreement the Party must provide certificates of insurance to show that the following minimum coverage is in effect. It is the responsibility of the Party to maintain current certificates of insurance on file with the state through the term of the Agreement. No warranty is made that the coverage and limits listed herein are adequate to cover and protect the interests of the Party for the Party's operations. These are solely minimums that have been established to protect the interests of the State.

Workers Compensation: With respect to all operations performed, the Party shall carry workers' compensation insurance in accordance with the laws of the State of Vermont.

General Liability and Property Damage: With respect to all operations performed under the Agreement, the Party shall carry general liability insurance having all major divisions of coverage including, but not limited to:

Premises - Operations

Products and Completed Operations

Personal Injury Liability

Contractual Liability

The policy shall be on an occurrence form and limits shall not be less than:

\$1,000,000 Per Occurrence

\$1,000,000 General Aggregate

\$1,000,000 Products/Completed Operations Aggregate

\$ 50,000 Fire/ Legal/Liability

Party shall name the State of Vermont and its officers and employees as additional insureds for liability arising out of this Agreement.

Automotive Liability: The Party shall carry automotive liability insurance covering all motor vehicles, including hired and non-owned coverage, used in connection with the Agreement. Limits of coverage shall not be less than:
\$1,000,000 combined single limit.

Party shall name the State of Vermont and its officers and employees as additional insureds for liability arising out of this Agreement.

Professional Liability: Before commencing work on this Agreement and

throughout the term of this Agreement, the Party shall procure and maintain professional liability insurance for any and all services performed under this Agreement, with minimum coverage of \$_____ per occurrence, and \$_____ aggregate.

8. **Reliance by the State on Representations:** All payments by the State under this Agreement will be made in reliance upon the accuracy of all prior representations by the Party, including but not limited to bills, invoices, progress reports and other proofs of work.
9. **Requirement to Have a Single Audit:** In the case that this Agreement is a Grant that is funded in whole or in part by federal funds, the Subrecipient will complete the Subrecipient Annual Report annually within 45 days after its fiscal year end, informing the State of Vermont whether or not a single audit is required for the prior fiscal year. If a single audit is required, the Subrecipient will submit a copy of the audit report to the granting Party within 9 months. If a single audit is not required, only the Subrecipient Annual Report is required.

For fiscal years ending before December 25, 2015, a Single Audit is required if the subrecipient expends \$500,000 or more in federal assistance during its fiscal year and must be conducted in accordance with OMB Circular A-133. For fiscal years ending on or after December 25, 2015, a Single Audit is required if the subrecipient expends \$750,000 or more in federal assistance during its fiscal year and must be conducted in accordance with 2 CFR Chapter I, Chapter II, Part 200, Subpart F. The Subrecipient Annual Report is required to be submitted within 45 days, whether or not a Single Audit is required.

10. **Records Available for Audit:** The Party will maintain all books, documents, payroll papers, accounting records and other evidence pertaining to costs incurred under this agreement and make them available at reasonable times during the period of the Agreement and for three years thereafter for inspection by any authorized representatives of the State or Federal Government. If any litigation, claim, or audit is started before the expiration of the three year period, the records shall be retained until all litigation, claims or audit findings involving the records have been resolved. The State, by any authorized representative, shall have the right at all reasonable times to inspect or otherwise evaluate the work performed or being performed under this Agreement.
11. **Fair Employment Practices and Americans with Disabilities Act:** Party agrees to comply with the requirement of Title 21 V.S.A. Chapter 5, Subchapter 6, relating to fair employment practices, to the full extent applicable. Party shall also ensure, to the full extent required by the Americans with Disabilities Act of 1990, as amended, that qualified individuals with disabilities receive equitable access to the services, programs, and activities provided by the Party under this Agreement. Party further agrees to include this provision in all subcontracts.
12. **Set Off:** The State may set off any sums which the Party owes the State against any sums due the Party under this Agreement; provided, however, that any set off of

amounts due the State of Vermont as taxes shall be in accordance with the procedures more specifically provided hereinafter.

13. Taxes Due to the State:

- a. Party understands and acknowledges responsibility, if applicable, for compliance with State tax laws, including income tax withholding for employees performing services within the State, payment of use tax on property used within the State, corporate and/or personal income tax on income earned within the State.
- b. Party certifies under the pains and penalties of perjury that, as of the date the Agreement is signed, the Party is in good standing with respect to, or in full compliance with, a plan to pay any and all taxes due the State of Vermont.
- c. Party understands that final payment under this Agreement may be withheld if the Commissioner of Taxes determines that the Party is not in good standing with respect to or in full compliance with a plan to pay any and all taxes due to the State of Vermont.
- d. Party also understands the State may set off taxes (and related penalties, interest and fees) due to the State of Vermont, but only if the Party has failed to make an appeal within the time allowed by law, or an appeal has been taken and finally determined and the Party has no further legal recourse to contest the amounts due.

14. Child Support: (Applicable if the Party is a natural person, not a corporation or partnership.) Party states that, as of the date the Agreement is signed, he/she:

- a. is not under any obligation to pay child support; or
- b. is under such an obligation and is in good standing with respect to that obligation; or
- c. has agreed to a payment plan with the Vermont Office of Child Support Services and is in full compliance with that plan.

Party makes this statement with regard to support owed to any and all children residing in Vermont. In addition, if the Party is a resident of Vermont, Party makes this statement with regard to support owed to any and all children residing in any other state or territory of the United States.

15. Sub-Agreements: Party shall not assign, subcontract or subgrant the performance of his Agreement or any portion thereof to any other Party without the prior written approval of the State. Party also agrees to include in subcontract or subgrant agreements a tax certification in accordance with paragraph 13 above.

Notwithstanding the foregoing, the State agrees that the Party may assign this agreement, including all of the Party's rights and obligations hereunder, to any successor in interest to the Party arising out of the sale of or reorganization of the Party.

16. No Gifts or Gratuities: Party shall not give title or possession of anything of substantial value (including property, currency, travel and/or education programs) to any officer or employee of the State during the term of this Agreement.

17. Copies: All written reports prepared under this Agreement will be printed using both sides of the paper.

18. Certification Regarding Debarment: Party certifies under pains and penalties of perjury that, as of the date that this Agreement is signed, neither Party nor Party's principals (officers, directors, owners, or partners) are presently debarred, suspended, proposed for debarment, declared ineligible or excluded from participation in federal programs, or programs supported in whole or in part by federal funds.

Party further certifies under pains and penalties of perjury that, as of the date that this Agreement is signed, Party is not presently debarred, suspended, nor named on the State's debarment list at: <http://bgs.vermont.gov/purchasing/debarment>

19. Certification Regarding Use of State Funds: In the case that Party is an employer and this Agreement is a State Funded Grant in excess of \$1,001, Party certifies that none of these State funds will be used to interfere with or restrain the exercise of Party's employee's rights with respect to unionization.

Appendix 3

**ATTACHMENT E
BUSINESS ASSOCIATE AGREEMENT**

This Business Associate Agreement (“Agreement”) is entered into by and between the State of Vermont Agency of Human Services, operating by and through its Department of Corrections (Covered Entity”) and _____ (“Business Associate”) as of _____ (“Effective Date”). This Agreement supplements and is made a part of the contract/grant to which it is attached.

Covered Entity and Business Associate enter into this Agreement to comply with standards promulgated under the Health Insurance Portability and Accountability Act of 1996 (“HIPAA”), including the Standards for the Privacy of Individually Identifiable Health Information, at 45 CFR Parts 160 and 164 (“Privacy Rule”), and the Security Standards, at 45 CFR Parts 160 and 164 (“Security Rule”), as amended by Subtitle D of the Health Information Technology for Economic and Clinical Health Act (HITECH), and any associated federal rules and regulations.

The parties agree as follows:

1. Definitions. All capitalized terms used but not otherwise defined in this Agreement have the meanings set forth in 45 CFR Parts 160 and 164 as amended by HITECH and associated federal rules and regulations.

“Agent” means those person(s) who are agents(s) of the Business Associate, in accordance with the Federal common law of agency, as referenced in 45 CFR § 160.402(c).

“Breach” means the acquisition, access, use or disclosure of protected health information (PHI) which compromises the security or privacy of the PHI, except as excluded in the definition of Breach in 45 CFR § 164.402.

“Business Associate shall have the meaning given in 45 CFR § 160.103.

“Individual” includes a person who qualifies as a personal representative in accordance with 45 CFR § 164.502(g).

“Protected Health Information” or PHI shall have the meaning given in 45 CFR § 160.103, limited to the information created or received by Business Associate from or on behalf of Agency.

“Security Incident” means any known successful or unsuccessful attempt by an authorized or unauthorized individual to inappropriately use, disclose, modify, access, or destroy any information or interference with system operations in an information system.

“Services” includes all work performed by the Business Associate for or on behalf of Covered Entity that requires the use and/or disclosure of protected health information to perform a business associate function described in 45 CFR § 160.103 under the definition of Business Associate.

“Subcontractor” means a person or organization to whom a Business Associate delegates a function, activity or service, other than in the capacity of a member of the workforce of the Business Associate. For purposes of this Agreement, the term Subcontractor includes Subgrantees.

2. Identification and Disclosure of Privacy and Security Offices. Business Associate and Subcontractors shall provide, within ten (10) days of the execution of this agreement, written notice to the Covered Entity’s contract/grant manager the names and contact information of both the HIPAA Privacy Officer and HIPAA Security Officer. This information must be updated any time either of these contacts changes.

3. Permitted and Required Uses/Disclosures of PHI.

3.1 Except as limited in this Agreement, Business Associate may use or disclose PHI to perform Services, as specified in the underlying grant or contract with Covered Entity. The uses and disclosures of Business Associate are limited to the minimum necessary, to complete the tasks or to provide the services associated with the terms of the underlying agreement. Business Associate shall not use or disclose PHI in any manner that would constitute a violation of the Privacy Rule if used or disclosed by Covered Entity in that manner. Business Associate may not use or disclose PHI other than as permitted or required by this Agreement or as Required by Law.

3.2 Business Associate may make PHI available to its employees who need access to perform Services provided that Business Associate makes such employees aware of the use and disclosure restrictions in this Agreement and binds them to comply with such restrictions. Business Associate may only disclose PHI for the purposes authorized by this Agreement: (a) to its agents and Subcontractors in accordance with Sections 9 and 17 or, (b) as otherwise permitted by Section 3.

3.3 Business Associate shall be directly liable under HIPAA for impermissible uses and disclosures of the PHI it handles on behalf of Covered Entity, and for impermissible uses and disclosures, by Business Associate’s Subcontractor(s), of the PHI that Business Associate handles on behalf of Covered Entity and that it passes on to Subcontractors.

4. Business Activities. Business Associate may use PHI received in its capacity as a Business Associate to Covered Entity if necessary for Business Associate’s proper management and administration or to carry out its legal responsibilities. Business Associate may disclose PHI received in its capacity as Business Associate to Covered Entity for Business Associate’s proper management and administration or to carry out its legal responsibilities if a disclosure is Required by Law or if Business Associate obtains reasonable written assurances via a written agreement

from the person to whom the information is to be disclosed that the PHI shall remain confidential and be used or further disclosed only as Required by Law or for the purpose for which it was disclosed to the person, and the Agreement requires the person or entity to notify Business Associate, within two (2) business days (who in turn will notify Covered Entity within two (2) business days after receiving notice of a Breach as specified in Section 6.1), in writing of any Breach of Unsecured PHI of which it is aware. Uses and disclosures of PHI for the purposes identified in Section 3 must be of the minimum amount of PHI necessary to accomplish such purposes.

5. Safeguards. Business Associate, its Agent(s) and Subcontractor(s) shall implement and use appropriate safeguards to prevent the use or disclosure of PHI other than as provided for by this Agreement. With respect to any PHI that is maintained in or transmitted by electronic media, Business Associate or its Subcontractor(s) shall comply with 45 CFR sections 164.308 (administrative safeguards), 164.310 (physical safeguards), 164.312 (technical safeguards) and 164.316 (policies and procedures and documentation requirements). Business Associate or its Agent(s) and Subcontractor(s) shall identify in writing upon request from Covered Entity all of the safeguards that it uses to prevent impermissible uses or disclosures of PHI.

6. Documenting and Reporting Breaches.

6.1 Business Associate shall report to Covered Entity any Breach of Unsecured PHI, including Breaches reported to it by a Subcontractor, as soon as it (or any of its employees or agents) becomes aware of any such Breach, and in no case later than two (2) business days after it (or any of its employees or agents) becomes aware of the Breach, except when a law enforcement official determines that a notification would impede a criminal investigation or cause damage to national security.

6.2 Business Associate shall provide Covered Entity with the names of the individuals whose Unsecured PHI has been, or is reasonably believed to have been, the subject of the Breach and any other available information that is required to be given to the affected individuals, as set forth in 45 CFR § 164.404(c), and, if requested by Covered Entity, information necessary for Covered Entity to investigate the impermissible use or disclosure. Business Associate shall continue to provide to Covered Entity information concerning the Breach as it becomes available to it. Business Associate shall require its Subcontractor(s) to agree to these same terms and conditions.

6.3 When Business Associate determines that an impermissible acquisition, use or disclosure of PHI by a member of its workforce is not a Breach, as that term is defined in 45 CFR § 164.402, and therefore does not necessitate notice to the impacted individual(s), it shall document its assessment of risk, conducted as set forth in 45 CFR § 402(2). When requested by Covered Entity, Business Associate shall make its risk assessments available to Covered Entity. It shall also provide Covered Entity with 1) the name of the person(s) making the assessment, 2) a brief summary of the facts, and 3) a brief statement of the reasons supporting the determination of low probability that the PHI had been compromised. When a breach is the responsibility of a member of its Subcontractor's workforce, Business Associate shall either 1) conduct its own risk assessment and draft a summary of the event and assessment or 2) require its Subcontractor to conduct the assessment and draft a summary of the event. In either case, Business Associate shall make these assessments and reports available to Covered Entity.

6.4 Business Associate shall require, by contract, a Subcontractor to report to Business Associate and Covered Entity any Breach of which the Subcontractor becomes aware, no later than two (2) business days after becomes aware of the Breach.

7. Mitigation and Corrective Action. Business Associate shall mitigate, to the extent practicable, any harmful effect that is known to it of an impermissible use or disclosure of PHI, even if the impermissible use or disclosure does not constitute a Breach. Business Associate shall draft and carry out a plan of corrective action to address any incident of impermissible use or disclosure of PHI. If requested by Covered Entity, Business Associate shall make its mitigation and corrective action plans available to Covered Entity. Business Associate shall require a Subcontractor to agree to these same terms and conditions.

8. Providing Notice of Breaches.

8.1 If Covered Entity determines that an impermissible acquisition, access, use or disclosure of PHI for which one of Business Associate's employees or agents was responsible constitutes a Breach as defined in 45 CFR § 164.402, and if requested by Covered Entity, Business Associate shall provide notice to the individual(s) whose PHI has been the subject of the Breach. When requested to provide notice, Business Associate shall consult with Covered Entity about the timeliness, content and method of notice, and shall receive Covered Entity's approval concerning these elements. The cost of notice and related remedies shall be borne by Business Associate.

8.2 If Covered Entity or Business Associate determines that an impermissible acquisition, access, use or disclosure of PHI by a Subcontractor of Business Associate constitutes a Breach as defined in 45 CFR § 164.402, and if requested by Covered Entity or Business Associate, Subcontractor shall provide notice to the individual(s) whose PHI has been the subject of the Breach. When Covered Entity requests that Business Associate or its Subcontractor provide notice, Business Associate shall either 1) consult with Covered Entity about the specifics of the notice as set forth in section 8.1, above, or 2) require, by contract, its Subcontractor to consult with Covered Entity about the specifics of the notice as set forth in section 8.1

8.3 The notice to affected individuals shall be provided as soon as reasonably possible and in no case later than 60 calendar days after Business Associate reported the Breach to Covered Entity.

8.4 The notice to affected individuals shall be written in plain language and shall include, to the extent possible, 1) a brief description of what happened, 2) a description of the types of Unsecured PHI that were involved in the Breach, 3) any steps individuals can take to protect themselves from potential harm resulting from the Breach, 4) a brief description of what the Business Associate is doing to investigate the Breach, to mitigate harm to individuals and to protect against further Breaches, and 5) contact procedures for individuals to ask questions or obtain additional information, as set forth in 45 CFR § 164.404(c).

8.5 Business Associate shall notify individuals of Breaches as specified in 45 CFR § 164.404(d) (methods of individual notice). In addition, when a Breach involves more than 500 residents of Vermont, Business Associate shall, if requested by Covered Entity, notify prominent media outlets serving Vermont, following the requirements set forth in 45 CFR § 164.406.

9. Agreements with Subcontractors. Business Associate shall enter into a Business Associate Agreement with any Subcontractor to whom it provides PHI received from Covered Entity or created or received by Business Associate on behalf of Covered Entity in which the Subcontractor agrees to the same restrictions and conditions that apply through this Agreement to Business Associate with respect to such PHI. Business Associate must enter into this Business Associate Agreement before any use by or disclosure of PHI to such agent. The written agreement must identify Covered Entity as a direct and intended third party beneficiary with the right to enforce any breach of the agreement concerning the use or disclosure of PHI. Business Associate shall provide a copy of the Business Associate Agreement it enters into with a subcontractor to Covered Entity upon request. Business associate may not make any disclosure of PHI to any Subcontractor without prior written consent of Covered Entity.

10. Access to PHI. Business Associate shall provide access to PHI in a Designated Record Set to Covered Entity or as directed by Covered Entity to an Individual to meet the requirements under 45 CFR § 164.524. Business Associate shall provide such access in the time and manner reasonably designated by Covered Entity. Within three (3) business days, Business Associate shall forward to Covered Entity for handling any request for access to PHI that Business Associate directly receives from an Individual.

11. Amendment of PHI. Business Associate shall make any amendments to PHI in a Designated Record Set that Covered Entity directs or agrees to pursuant to 45 CFR § 164.526, whether at the request of Covered Entity or an Individual. Business Associate shall make such amendments in the time and manner reasonably designated by Covered Entity. Within three (3) business days, Business Associate shall forward to Covered Entity for handling any request for amendment to PHI that Business Associate directly receives from an Individual.

12. Accounting of Disclosures. Business Associate shall document disclosures of PHI and all information related to such disclosures as would be required for Covered Entity to respond to a request by an Individual for an accounting of disclosures of PHI in accordance with 45 CFR § 164.528. Business Associate shall provide such information to Covered Entity or as directed by Covered Entity to an Individual, to permit Covered Entity to respond to an accounting request. Business Associate shall provide such information in the time and manner reasonably designated by Covered Entity. Within three (3) business days, Business Associate shall forward to Covered Entity for handling any accounting request that Business Associate directly receives from an Individual.

13. Books and Records. Subject to the attorney-client and other applicable legal privileges, Business Associate shall make its internal practices, books, and records (including policies and procedures and PHI) relating to the use and disclosure of PHI received from Covered Entity or created or received by Business Associate on behalf of Covered Entity available to the Secretary in the time and manner designated by the Secretary. Business Associate shall make the same information available to Covered Entity, upon Covered Entity's request, in the time and manner reasonably designated by Covered Entity so that Covered Entity may determine whether Business Associate is in compliance with this Agreement.

14. Termination.

14.1 This Agreement commences on the Effective Date and shall remain in effect until terminated by Covered Entity or until all of the PHI provided by Covered Entity to

Business Associate or created or received by Business Associate on behalf of Covered Entity is destroyed or returned to Covered Entity subject to Section 18.7.

14.2 If Business Associate breaches any material term of this Agreement, Covered Entity may either: (a) provide an opportunity for Business Associate to cure the breach and Covered Entity may terminate the contract or grant without liability or penalty if Business Associate does not cure the breach within the time specified by Covered Entity; or (b) immediately terminate the contract or grant without liability or penalty if Covered Entity believes that cure is not reasonably possible; or (c) if neither termination nor cure are feasible, Covered Entity shall report the breach to the Secretary. Covered Entity has the right to seek to cure any breach by Business Associate and this right, regardless of whether Covered Entity cures such breach, does not lessen any right or remedy available to Covered Entity at law, in equity, or under the contract or grant, nor does it lessen Business Associate's responsibility for such breach or its duty to cure such breach.

15. Return/Destruction of PHI.

15.1 Business Associate in connection with the expiration or termination of the contract or grant shall return or destroy, at the discretion of the Covered Entity, all PHI received from Covered Entity or created or received by Business Associate on behalf of Covered Entity pursuant to this contract or grant that Business Associate still maintains in any form or medium (including electronic) within thirty (30) days after such expiration or termination. Business Associate shall not retain any copies of the PHI. Business Associate shall certify in writing for Covered Entity (1) when all PHI has been returned or destroyed and (2) that Business Associate does not continue to maintain any PHI. Business Associate is to provide this certification during this thirty (30) day period.

15.2 Business Associate shall provide to Covered Entity notification of any conditions that Business Associate believes make the return or destruction of PHI infeasible. If Covered Entity agrees that return or destruction is infeasible, Business Associate shall extend the protections of this Agreement to such PHI and limit further uses and disclosures of such PHI to those purposes that make the return or destruction infeasible for so long as Business Associate maintains such PHI. This shall also apply to all Agents and Subcontractors of Business Associate.

16. Penalties and Training. Business Associate understands that: (a) there may be civil or criminal penalties for misuse or misappropriation of PHI and (b) violations of this Agreement may result in notification by Covered Entity to law enforcement officials and regulatory, accreditation, and licensure organizations. If requested by Covered Entity, Business Associate shall participate in training regarding the use, confidentiality, and security of PHI.

17. Security Rule Obligations. The following provisions of this section apply to the extent that Business Associate creates, receives, maintains or transmits Electronic PHI on behalf of Covered Entity.

17.1 Business Associate shall implement and use administrative, physical, and technical safeguards in compliance with 45 CFR sections 164.308, 164.310, and 164.312 with respect to the Electronic PHI that it creates, receives, maintains or transmits on behalf of Covered Entity. Business Associate shall identify in writing upon request from Covered Entity all of the safeguards that it uses to protect such Electronic PHI.

17.2 Business Associate shall ensure that any Agent and Subcontractor to whom it provides Electronic PHI agrees in a written agreement to implement and use administrative, physical, and technical safeguards that reasonably and appropriately protect the Confidentiality, Integrity and Availability of the Electronic PHI. Business Associate must enter into this written agreement before any use or disclosure of Electronic PHI by such Agent or Subcontractor. The written agreement must identify Covered Entity as a direct and intended third party beneficiary with the right to enforce any breach of the agreement concerning the use or disclosure of Electronic PHI. Business Associate shall provide a copy of the written agreement to Covered Entity upon request. Business Associate may not make any disclosure of Electronic PHI to any Agent or Subcontractor without the prior written consent of Covered Entity.

17.3 Business Associate shall report in writing to Covered Entity any Security Incident pertaining to such Electronic PHI (whether involving Business Associate or an Agent or Subcontractor). Business Associate shall provide this written report as soon as it becomes aware of any such Security Incident, and in no case later than two (2) business days after it becomes aware of the incident. Business Associate shall provide Covered Entity with the information necessary for Covered Entity to investigate any such Security Incident.

17.4 Business Associate shall comply with any reasonable policies and procedures Covered Entity implements to obtain compliance under the Security Rule.

18. Miscellaneous.

18.1 In the event of any conflict or inconsistency between the terms of this Agreement and the terms of the contract/grant, the terms of this Agreement shall govern with respect to its subject matter. Otherwise, the terms of the contract/grant continue in effect.

18.2 Business Associate shall cooperate with Covered Entity to amend this Agreement from time to time as is necessary for Covered Entity to comply with the Privacy Rule, the Security Rule, or any other standards promulgated under HIPAA.

18.3 Any ambiguity in this Agreement shall be resolved to permit Covered Entity to comply with the Privacy Rule, Security Rule, or any other standards promulgated under HIPAA.

18.4 In addition to applicable Vermont law, the parties shall rely on applicable federal law (e.g., HIPAA, the Privacy Rule and Security Rule, and the HIPAA omnibus final rule) in construing the meaning and effect of this Agreement.

18.5 As between Business Associate and Covered Entity, Covered Entity owns all PHI provided by Covered Entity to Business Associate or created or received by Business Associate on behalf of Covered Entity.

18.6 Business Associate shall abide by the terms and conditions of this Agreement with respect to all PHI it receives from Covered Entity or creates or receives on behalf of Covered Entity even if some of that information relates to specific services for which Business Associate may not be a "Business Associate" of Covered Entity under the Privacy Rule.

18.7 Business Associate is prohibited from directly or indirectly receiving any remuneration in exchange for an individual's PHI. Business Associate will refrain from marketing activities that would violate HIPAA, including specifically Section 13406 of the HITECH Act. Reports or data containing the PHI may not be sold without Agency's or the affected individual's written consent.

18.8 The provisions of this Agreement that by their terms encompass continuing rights or responsibilities shall survive the expiration or termination of this Agreement. For example: (a) the provisions of this Agreement shall continue to apply if Covered Entity determines that it would be infeasible for Business Associate to return or destroy PHI as provided in Section 14.2 and (b) the obligation of Business Associate to provide an accounting of disclosures as set forth in Section 11 survives the expiration or termination of this Agreement with respect to accounting requests, if any, made after such expiration or termination.

AHS Revised 09/21/2013

ATTACHMENT F

AGENCY OF HUMAN SERVICES' CUSTOMARY CONTRACT PROVISIONS

1. **Agency of Human Services – Field Services Directors** will share oversight with the department (or field office) that is a party to the contract for provider performance using outcomes, processes, terms and conditions agreed to under this contract.
2. **2-1-1 Data Base:** The Contractor providing a health or human services within Vermont, or near the border that is readily accessible to residents of Vermont, will provide relevant descriptive information regarding its agency, programs and/or contact and will adhere to the "Inclusion/Exclusion" policy of Vermont's United Way/Vermont 211. If included, the Contractor will provide accurate and up to date information to their data base as needed. The "Inclusion/Exclusion" policy can be found at www.vermont211.org
3. **Medicaid Program Contractors:**

Inspection of Records: Any contracts accessing payments for services through the Global Commitment to Health Waiver and Vermont Medicaid program must fulfill state and federal legal requirements to enable the Agency of Human Services (AHS), the United States Department of Health and Human Services (DHHS) and the Government Accounting Office (GAO) to:

Evaluate through inspection or other means the quality, appropriateness, and timeliness of services performed; and Inspect and audit any financial records of such Contractor or subcontractor.

Subcontracting for Medicaid Services: Having a subcontract does not terminate the Contractor, receiving funds under Vermont's Medicaid program, from its responsibility to ensure that all activities under this agreement are carried out. Subcontracts must specify the activities and reporting responsibilities of the Contractor or subcontractor and provide for revoking delegation or imposing other sanctions if the Contractor or subcontractor's performance is inadequate. The Contractor agrees to make available upon request to the Agency of Human Services; the Department of Vermont Health Access; the Department of Disabilities, Aging and Independent Living; and the Center for Medicare and Medicaid Services (CMS) all contracts and subcontracts between the Contractor and service providers.

Medicaid Notification of Termination Requirements: Any Contractor accessing payments for services under the Global Commitment to Health Waiver and Medicaid programs who

terminates their practice will follow the Department of Vermont Health Access, Managed Care Organization enrollee notification requirements.

Encounter Data: Any Contractor accessing payments for services through the Global Commitment to Health Waiver and Vermont Medicaid programs must provide encounter data to the Agency of Human Services and/or its departments and ensure that it can be linked to enrollee eligibility files maintained by the State.

Federal Medicaid System Security Requirements Compliance: All contractors and subcontractors must provide a security plan, risk assessment, and security controls review document within three months of the start date of this agreement (and update it annually thereafter) to support audit compliance with 45CFR95.621 subpart F, *ADP (Automated Data Processing) System Security Requirements and Review Process*.

4. **Non-discrimination Based on National Origin as evidenced by Limited English Proficiency.** The Contractor agrees to comply with the non-discrimination requirements of Title VI of the Civil Rights Act of 1964, 42 USC Section 2000d, et seq., and with the federal guidelines promulgated pursuant to Executive Order 13166 of 2000, which require that contractors and subcontractors receiving federal funds must assure that persons with limited English proficiency can meaningfully access services. To the extent the Contractor provides assistance to individuals with limited English proficiency through the use of oral or written translation or interpretive services in compliance with this requirement, such individuals cannot be required to pay for such services.
5. **Voter Registration.** When designated by the Secretary of State, the Contractor agrees to become a voter registration agency as defined by 17 V.S.A. §2103 (41), and to comply with the requirements of state and federal law pertaining to such agencies.
6. **Drug Free Workplace Act.** The Contractor will assure a drug-free workplace in accordance with 45 CFR Part 76.
7. **Privacy and Security Standards.**

Protected Health Information: The Contractor shall maintain the privacy and security of all individually identifiable health information acquired by or provided to it as a part of the performance of this contract. The Contractor shall follow federal and state law relating to privacy and security of individually identifiable health information as applicable, including the Health Insurance Portability and Accountability Act (HIPAA) and its federal regulations.

Substance Abuse Treatment Information: The confidentiality of any alcohol and drug abuse treatment information acquired by or provided to the Contractor or subcontractor shall be maintained in compliance with any applicable state or federal laws or regulations and specifically set out in 42 CFR Part 2.

Other Confidential Consumer Information: The Contractor agrees to comply with the requirements of AHS Rule No. 08-048 concerning access to information. The Contractor agrees to comply with any applicable Vermont State Statute, including but not limited to 12 VSA §1612 and any applicable Board of Health confidentiality regulations. The Contractor shall ensure that all of its employees and subcontractors performing services under this agreement understand the sensitive nature of the information that they may have access to and sign an affirmation of understanding regarding the information's confidential and non-

public nature.

Social Security numbers: The Contractor agrees to comply with all applicable Vermont State Statutes to assure protection and security of personal information, including protection from identity theft as outlined in Title 9, Vermont Statutes Annotated, Ch. 62.

8. **Abuse Registry.** The Contractor agrees not to employ any individual, use any volunteer, or otherwise provide reimbursement to any individual in the performance of services connected with this agreement, who provides care, custody, treatment, transportation, or supervision to children or vulnerable adults if there is a substantiation of abuse or neglect or exploitation against that individual. The Contractor will check the Adult Abuse Registry in the Department of Disabilities, Aging and Independent Living. Unless the Contractor holds a valid child care license or registration from the Division of Child Development, Department for Children and Families, the Contractor shall also check the Central Child Protection Registry. (See 33 V.S.A. §4919(a)(3) & 33 V.S.A. §6911(c)(3)).

9. **Reporting of Abuse, Neglect, or Exploitation.** Consistent with provisions of 33 V.S.A. §4913(a) and §6903, any agent or employee of a Contractor who, in the performance of services connected with this agreement, has contact with clients or is a caregiver and who has reasonable cause to believe that a child or vulnerable adult has been abused or neglected as defined in Chapter 49 or abused, neglected, or exploited as defined in Chapter 69 of Title 33 V.S.A. shall make a report involving children to the Commissioner of the Department for Children and Families within 24 hours or a report involving vulnerable adults to the Division of Licensing and Protection at the Department of Disabilities, Aging, and Independent Living within 48 hours. This requirement applies except in those instances where particular roles and functions are exempt from reporting under state and federal law. Reports involving children shall contain the information required by 33 V.S.A. §4914. Reports involving vulnerable adults shall contain the information required by 33 V.S.A. §6904. The Contractor will ensure that its agents or employees receive training on the reporting of abuse or neglect to children and abuse, neglect or exploitation of vulnerable adults.

10. **Intellectual Property/Work Product Ownership.** All data, technical information, materials first gathered, originated, developed, prepared, or obtained as a condition of this agreement and used in the performance of this agreement - including, but not limited to all reports, surveys, plans, charts, literature, brochures, mailings, recordings (video or audio), pictures, drawings, analyses, graphic representations, software computer programs and accompanying documentation and printouts, notes and memoranda, written procedures and documents, which are prepared for or obtained specifically for this agreement - or are a result of the services required under this grant - shall be considered "work for hire" and remain the property of the State of Vermont, regardless of the state of completion - unless otherwise specified in this agreement. Such items shall be delivered to the State of Vermont upon 30 days notice by the State. With respect to software computer programs and / or source codes first developed for the State, all the work shall be considered "work for hire," i.e., the State, not the Contractor or subcontractor, shall have full and complete ownership of all software computer programs, documentation and/or source codes developed.

The Contractor shall not sell or copyright a work product or item produced under this agreement without explicit permission from the State.

If the Contractor is operating a system or application on behalf of the State of Vermont, then the Contractor shall not make information entered into the system or application available for uses by any other party than the State of Vermont, without prior authorization by the State. Nothing herein shall entitle the State to pre-existing Contractor's materials.

11. **Security and Data Transfers.** The State shall work with the Contractor to ensure compliance with all applicable State and Agency of Human Services' policies and standards, especially those related to privacy and security. The State will advise the Contractor of any new policies, procedures, or protocols developed during the term of this agreement as they are issued and will work with the Contractor to implement any required.

The Contractor will ensure the physical and data security associated with computer equipment - including desktops, notebooks, and other portable devices - used in connection with this agreement. The Contractor will also assure that any media or mechanism used to store or transfer data to or from the State includes industry standard security mechanisms such as continually up-to-date malware protection and encryption. The Contractor will make every reasonable effort to ensure media or data files transferred to the State are virus and spyware free. At the conclusion of this agreement and after successful delivery of the data to the State, the Contractor shall securely delete data (including archival backups) from the Contractor's equipment that contains individually identifiable records, in accordance with standards adopted by the Agency of Human Services.

12. **Computing and Communication:** The Contractor shall select, in consultation with the Agency of Human Services' Information Technology unit, one of the approved methods for secure access to the State's systems and data, if required. Approved methods are based on the type of work performed by the Contractor as part of this agreement. Options include, but are not limited to:

1. Contractor's provision of certified computing equipment, peripherals and mobile devices, on a separate Contractor's network with separate internet access. The Agency of Human Services' accounts may or may not be provided.
2. State supplied and managed equipment and accounts to access state applications and data, including State issued active directory accounts and application specific accounts, which follow the National Institutes of Standards and Technology (NIST) security and the Health Insurance Portability & Accountability Act (HIPAA) standards.

The State will not supply e-mail accounts to the Contractor.

13. **Lobbying.** No federal funds under this agreement may be used to influence or attempt to influence an officer or employee of any agency, a member of Congress, an officer or employee of Congress, or an employee of a member of Congress in connection with the awarding of any federal contract, continuation, renewal, amendments other than federal appropriated funds.

14. **Non-discrimination.** The Contractor will prohibit discrimination on the basis of age under the Age Discrimination Act of 1975, on the basis of handicap under section 504 of the Rehabilitation Act of 1973, on the basis of sex under Title IX of the Education Amendments of 1972, or on the basis of race, color or national origin under Title VI of the Civil Rights Act of 1964. No person shall on the grounds of sex (including, in the case of a woman, on the grounds that the woman is pregnant) or on the grounds of religion, be excluded from participation in, be denied the benefits of, or be subjected to discrimination, to include sexual harassment, under any program or activity supported by state and/or federal funds.

The Contractor will also not refuse, withhold from or deny to any person the benefit of services, facilities, goods, privileges, advantages, or benefits of public accommodation on the basis of disability, race, creed, color, national origin, marital status, sex, sexual orientation or gender identity under Title 9 V.S.A. Chapter 139.

15. **Environmental Tobacco Smoke.** Public Law 103-227, also known as the Pro-children Act of 1994 (Act), requires that smoking not be permitted in any portion of any indoor facility

owned or leased or contracted for by an entity and used routinely or regularly for the provision of health, child care, early childhood development services, education or library services to children under the age of 18, if the services are funded by federal programs either directly or through state or local governments, by federal grant, contract, loan or loan guarantee. The law also applies to children's services that are provided in indoor facilities that are constructed, operated, or maintained with such Federal funds.

The law does not apply to children's services provided in private residences; portions of facilities used for inpatient drug or alcohol treatment; service providers whose sole source of applicable federal funds is Medicare or Medicaid; or facilities where Women, Infants, & Children (WIC) coupons are redeemed.

Failure to comply with the provisions of the law may result in the imposition of a civil monetary penalty of up to \$1,000 for each violation and/or the imposition of an administrative compliance order on the responsible entity.

Contractors are prohibited from promoting the use of tobacco products for all clients. Facilities supported by state and federal funds are prohibited from making tobacco products available to minors.

Attachment F - Revised AHS -12/10/10

APPENDIX 5
EVENT DEADLINE TABLE

Event	Due Date	Due Time (EST)	Location
RFP Issued	August 28th, 2014 (Thursday)	RFP – mailed to known potential vendors RFP – posted to State of Vermont Electronic Bulletin Board	
Letter of intent due	September 4th, 2014 (Thursday)	By end of work day (4:30 PM EST)	Send to Richard J. Byrne Vermont Department of Corrections 426 Industrial Avenue Suite 120 Williston, Vermont 05495
Questions Deadline	September 12th, 2014 (Friday)	12:00 (noon) PM EST	Questions received after 9/12/14 will not be accepted
Bidders Conference	September 18 th , 2014 (Thursday)	10:00 AM EST	Vermont Department of Corrections 426 Industrial Avenue Suite 120 Williston, Vermont 05495 Phone: 802-951-5000
Proposals Due	October 23 rd , 2014 (Thursday)	12:00 (noon) PM EST	
Bid Opening	October 23 rd , 2014 (Thursday)	1:30 PM EST	
Request for tour(s)	November 2014 thru December 2014.	TBD	TBD
Award Announcement	January 15 th , 2015	By 4:30 PM EST	Notification by phone and follow up letter
Contract Negotiations	January 19 th , 2015	TBD	
Finalize Contract	April 6 th , 2015	By 4:30 EST	
Contractor Start Date	July 1st, 2015 (Wednesday)	12:00 AM	

